

## Kentucky Community and Technical College System Affirmative Action Plan

At its June 26 meeting, the Committee on Equal Opportunities requested that the Kentucky Community and Technical College System president attend the October meeting to discuss the Affirmative Action Policy for the KCTCS administrative staff. The CEO requested the information because KCTCS staff are not included as a part of the 1997-2002 Kentucky Plan for Equal Opportunities. Since HB 1 created the KCTCS, it has not been asked to provide affirmative action plans for its administrative office. The Kentucky Plan for Equal Opportunities is part of an effort of the Commonwealth to comply with Title VI of the Civil Rights Act of 1964 and the Fordice standards. Since the KCTCS was created in 1997, it has not been considered part of that effort. However, the KCTCS has provided a system affirmative action plan that includes implementation strategies for the community and technical colleges. Individual plans for community and technical colleges are included in the Kentucky Plan for Equal Opportunities and the Partnership Agreement with the U.S. Department of Education Office for Civil Rights.

The KCTCS Affirmative Action Plan and the 2002-03 Goals and Objectives of the Office of Diversity Programs are provided separate from this agenda book.

The report introduces policies, along with summary data that highlights the representation of African Americans at the KCTCS administrative office, including gains and losses from 1999-2002. The report also highlights the four objectives as outlined in the Kentucky Plan for Equal Opportunities for community and technical colleges, provides an organizational chart that imparts the relationship between the KCTCS president and his staff, and provides complaint resolution procedures.

At the October meeting, the KCTCS representatives will discuss: 1) general parameters surrounding the development and adoption of the affirmative action plan; 2) specific objectives for the recruitment of African Americans; 3) the designation of responsible parties to oversee the affirmative action plan; 4) grievance procedures; and 5) a description of how the general affirmative action policies at the administrative office are tied to the policies implemented by the community and technical colleges and how they are communicated to administrators.